

Public Service
Commission

Commission de la
Fonction publique

Northern Careers

Carrières Grand nord

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EVIDENCE PRESENTED TO

THE

MACKENZIE VALLEY PIPELINE INQUIRY

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NORTHERN CAREERS

Introduction and Background

Northern Careers was approved by Treasury Board in July 1974 as an innovative approach to providing training and career development opportunities for northern native people within the northern federal public service. The program follows the guidelines on the Northern Development Policy (1971-1981) stressing the creation of employment opportunities for Indians, Inuit and Metis of the Yukon and the Northwest Territories. The program was conceived and funded by the Department of Indian Affairs and Northern Development and is being administered by the Public Service Commission.

The main objective of Northern Careers is to try and achieve a more realistic representation of native people in the federal public service North of 60, particularly at responsible levels. At present only about 200 of the 2000 federal positions in the two territories are occupied by native people - mostly in support categories. I feel it is important that the Inquiry should be aware of other alternative career opportunities currently being proposed to northerners besides the pipeline.

Northern Careers is providing an alternative career development opportunity for northern native people and it should be viewed in that context. The establishment of Northern Careers is not simply an attempt by the Federal Government to compete for native staff. My personal^{feeling} is that Northern Careers is an affirmative action program, the results of which should hopefully be to move one step closer to the day when the range of occupational choices for native people from the North will be much broader and perhaps more typical of the choices available for southern Canadians.

It may well be that with all of the employment and training projects such as

ours and those in the planning stage there will not be sufficient numbers of native people to go around. However, that is not my concern. My concern here is that viable choices are made available. Too often those choices have been limited to one occupational area or nothing at all in the wage economy. There is no evidence that I am aware of which suggests that the range of aptitudes is distributed any differently among Northerners than any other group of Canada or elsewhere in the world. Similarly we must assume that occupational interests and potential is also distributed in the same way. However, awareness, knowledge and opportunity are the major factors which have seriously impeded the realization of a more natural balance. To date Northern Careers has established its headquarters office here in Yellowknife, the first Public Service Commission office North of 60, I might add. Consultation discussions have taken place with representatives of all official native associations in both territories. Operations Committees with field representatives from all federal departments with programs in the North have been established in both Territories. Very shortly a Northern Careers Policy Committee will be established - chaired by the Deputy Minister of Indian and Northern Affairs with representation from the two territorial governments and all northern native associations.

Target Groups

Any northern Inuit, Indian or Metis person is eligible for entry into Northern Careers, however, three particular target groups are given priority.

- 1) Those already employed within Northern Federal Departments.
- 2) Those educationally and job-skill deprived.
- 3) Those in the Northern school system about to enter the labour force.

Recruitment and Appointment

Active recruitment has not yet begun although over a hundred people have applied on the basis of the minimal information about the program which has been made available up to now. Over thirty people have been accepted on the program and the majority by far are from the Mackenzie District. Recruitment is carried out by Northern Careers Assignment Counsellors who are also responsible for arranging work assignments, monitoring the progress of each participant and providing the necessary counselling and support required by the participants and their families. The assignment counsellors ensure that those applying understand the program and have a clear perception of all commitments they might make. Individual assessments are carried out to help each participant choose a career objective. This aspect of the program is a key element which differs significantly from other programs which normally start with opportunities first and then try and recruit individuals to fill them. Northern Careers starts with the available people and then looks for opportunities. Participants who join the program are appointed to the public service under the special terms of an exclusion order which means that all participants are regarded as regular government employees.

Assignments

Since individual participants have their own career objective a separate training plan must also be drawn up covering required work assignments and further training. Provisions exist to allow participants to engage in full-time training including University if this training is regarded as a necessary step in achieving a career objective. At all stages comprehensive evaluations and



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re-assessments are carried out.

Graduation

Participants graduate from the program when they have acquired sufficient skills, knowledge and experience to compete successfully and win a job competition compatible with their career objective.

The consultation process with the native associations was mentioned briefly. I stress that these consultations and a commitment to ongoing co-operation and dialogue with the native associations and groups at the territorial and local levels throughout the north are a key element in successful implementation of the Northern Careers Program. It is also our desire to co-operate fully with all other training agencies to avoid duplication wherever possible.

While Northern Careers has been approved for a five year period and hopes to see 250 "participants" in positions of responsibility with federal departments, the quality of the training and career development, not the numbers must be stressed. Should the program be considered a success it could possibly be extended or altered somewhat - this decision would be taken sometime in the future and after I and other non-native staff have been replaced by northern native counterparts.

CURRICULUM VITAE

TERRENCE GEORGE FORTH,
BORN JUNE 15, 1941, TORONTO, ONTARIO.

EDUCATION

Primary and secondary education - Toronto; graduated from Sir George Williams University, Montreal, Quebec 1964 Bachelor of Arts Degree; Diploma in Association Science 1965 Sir George Williams University; Certified as a Y.M.C.A. Secretary 1966.

WORK EXPERIENCE

April 1964 - January 1968 - Montreal Y.M.C.A. assigned to Lakeshore, West Island and Lachine-Dorval branches with primary responsibilities for community program development.

February 1968 - March 1970 - Government of Canada, Department of Indian Affairs - Keewatin Regional Superintendent of Adult Education - Churchill, Manitoba.

April 1970 - June 1971 - Government of the Northwest Territories - Department of Education, Keewatin Regional Supervisor of Continuing and Special Education - responsibility for adult and vocational education programs.

July 1971 - December 1971 - Government of the Northwest Territories - Department of Education, Inuvik Regional Supervisor of Continuing and Special Education, Inuvik, N.W.T.

December 1971 - May 1975 - Government of the Northwest Territories - Department of Local Government - Yellowknife, Chief of Employment - responsible for establishment of Division's programs and policies.

June 1975 - present - Government of Canada - Public Service Commission - Yellowknife, N.W.T., Director of Northern Careers.

PUBLICATION - MacKenzie Valley Development - Some Implications for Planners - Study Director co-author with Parkins, Brown, Feeney.



PRIVY COUNCIL • CONSEIL PRIVÉ

P.C. 1975-2957
18 December, 1975

WHEREAS the Public Service Commission has decided that it is not practicable or in the best interests of the Public Service to apply the provisions of the Public Service Employment Act hereinafter described to persons and positions hereinafter described.

THEREFORE His Excellency the Governor General in Council, on the recommendation of the Public Service Commission, is pleased hereby

(a) pursuant to section 39 of the Public Service Employment Act to approve, effective January 1, 1976, the exclusion by the Public Service Commission of Canadian Status Indians, non Status Indians, Inuit and Metis, settled in the Yukon Territory or the Northwest Territories from the application of sections 10, 11, 20, 21, 27, 28, 31 and 36 of that Act for appointment to positions established pursuant to the Northern Careers Program approved by the Treasury Board under T.B. minute number 739310 of November 20, 1975; and

(b) pursuant to subsection 35(1) of the Public Service Employment Act to make the annexed Regulations respecting the appointment of Canadian Status Indians, non Status Indians, Inuit and Metis pursuant to the Northern Careers Program, effective January 1, 1976.

CERTIFIED TO BE A TRUE COPY - COPIE CERTIFIÉE CONFORME

P. H. Patfield

CLERK OF THE PRIVY COUNCIL - LE GREFFIER DU CONSEIL PRIVÉ

REGULATIONS RESPECTING APPOINTMENTS OF CANADIAN STATUS INDIANS, NON STATUS INDIANS, INUIT AND METIS UNDER THE NORTHERN CAREERS PROGRAM

Short Title

1. These Regulations may be cited as the Northern Careers Appointments Regulations.

Interpretation

2. (1) In these Regulations, "developmental position" means a position established by the Public Service Commission pursuant to the Northern Careers Program approved by the Treasury Board under T. B. minute number 739310 of November 20, 1975;

"native person" means a person who represents himself to be

- (a) a Canadian Status Indian,
- (b) a Canadian non Status Indian,
- (c) a Canadian Inuk, or
- (d) a Canadian Metis,

and who is settled in the Yukon Territory or the Northwest Territories.

(2) All words and expressions used in these Regulations and not defined in subsection (1) have the same meaning as in the Public Service Employment Act and the Public Service Employment Regulations.

Appointment of native persons

3. (1) The Commission may appoint a native person, without competition, to a developmental position that, in the opinion of the Commission, is commensurate with his potential capacities.

(2) The appointment of a native person under subsection (1) is for an indeterminate period and is not subject to a right of appeal.

Probation

4. (1) A native person appointed to a developmental position under section 3 shall be considered to be on probation for as long as he occupies that position.

(2) The Commission may, at any time during the occupation of a developmental position by a native person appointed under section 3, give notice to that native person by such means as may be appropriate that it intends to reject that native person for cause at the end of a period of thirty days and, unless the Commission appoints that native person to another position in the Public Service within that period, that native person shall cease to be an employee at the end of that period.

(3) A native person who is rejected under subsection (2)

(a) shall, if the appointment held by him was made from within the Public Service, and

(b) may, in any other case,

be appointed by the Commission to a position that is commensurate with his qualifications.

Abandonment

5. (1) A native person appointed under section 3 who is absent from his developmental position for a period of one week or more, otherwise than for reasons over which, in the opinion of the Commission, that native person has no control or otherwise than as authorized or provided for by or under the authority of an Act of Parliament may be declared by the Commission to have abandoned the position he occupied, and thereupon that native person ceases to be an employee.

(2) Where the Commission declares a native person to have abandoned a developmental position pursuant to subsection (1), it shall forthwith notify that native person by such means as may be appropriate.

Rate of pay on appointment

6. Subject to the Northern Careers Program Pay Plan, the Commission may make an appointment of a native person to a developmental position at any rate determined by the Commission to be commensurate with his knowledge, experience and capacities.

General

7. Where there is any inconsistency between these Regulations and the Public Service Employment Regulations, these Regulations shall prevail to the extent of the inconsistency.

